

Posted: 02.28.19

At: All Hudson schools, SAU building, district website



HUDSON SCHOOL DISTRICT
Hudson, New Hampshire
March 4, 2019
Hills Memorial Library – 18 Library Street

6:30 pm Public Session
followed by Non-public Session

AGENDA

- A. Call to Order:** Chairman Malcolm Price will call the meeting to order.
- Pledge of Allegiance
- B. Public Input**
- C. Presentations to the Board**
- D. Requests of the Board**
- E. Old Business**
1. Policy JBAA Sexual Harassment – Students (2nd reading, MW): Attachment # 1
 2. Policy GBAA Sexual Harassment – Employees/School Officials (2nd reading, MW): Attachment # 2
- F. New Business**
1. Hudson Library Board of Trustees Memorandum of Understanding (LR): Attachment # 3
 2. Extracurricular Nominations (LR): Attachment # 4
- G. Recommended Action**
1. Manifests – Recommended action: Make necessary corrections and sign.
 2. Minutes – Recommended action: Review and approve.
 - a) 02.18.19 Draft Minutes (LR): Attachment # 5
- H. Reports to the Board**
1. Superintendent's Report
 2. Assistant Superintendent's Report
 3. Director of Special Services' Report
 4. Business Administrator's Report
- I. Committee Reports**
- J. Correspondence**

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K. Board Member Comments

L. Upcoming Meetings

Meeting	Date	Time	Location	Purpose
School Board	03.18.19	6:30 pm	Hills Memorial Library	Regular Meeting
Policy Committee	TBD	TBD	SAU Building	Regular Meeting
School Board	04.01.19	6:30 pm	Hills Memorial Library	Regular Meeting

M. Non-Public Session

RSA 91-A:3 II provides certain conditions under which the School Board MAY enter into non-public session.

These conditions are:

- (a) The dismissal, promotion or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him, unless the employee (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted.*
- (b) The hiring of any person as a public employee.*
- (c) Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the body or agency itself, unless such person requests an open meeting.*
- (d) Consideration of the acquisition, sale or lease of real or personal property which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general community.*
- (e) Consideration or negotiation of pending claims or litigation which has been threatened in writing or filed against the body or agency or any subdivision thereof, or against any member thereof because of his membership in such body or agency, until the claim or litigation has been fully adjudicated or otherwise settled.*

N. Adjourn

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- (b) The hiring of any person as a public employee.*
- (c) Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the body or agency itself, unless such person requests an open meeting.*
- (d) Consideration of the acquisition, sale or lease of real or personal property which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general community.*
- (e) Consideration or negotiation of pending claims or litigation which has been threatened in writing or filed against the body or agency or any subdivision thereof, or against any member thereof because of his membership in such body or agency, until the claim or litigation has been fully adjudicated or otherwise settled.*

N. Adjourn

HUDSON SCHOOL DISTRICT

POLICY: JBAA Sexual Harassment/Students	APPROVED: First Reading: 02.18.19 Second Reading: 03.04.19
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JBAA - Sexual Harassment - Students**POLICY AND PROCEDURE GUIDELINES****I. PURPOSE**

The Hudson School District is committed to creating and maintaining an educational environment where all individuals are treated with respect and dignity.

The purpose of this policy is to maintain a learning environment for students within the Hudson School District that is free from sexual harassment, or other improper or inappropriate behavior that may constitute harassment as defined below.

Sexual harassment is against the law and is against school board policy. Any form of sexual harassment is strictly prohibited. It is a violation of this policy for any student to harass another person through conduct or communication of a sexual nature as defined by this policy.

The Hudson School District will investigate all complaints, either formal or informal, verbal or written, of sexual harassment and will discipline any student who sexually harasses another individual.

II. SEXUAL HARASSMENT/SEXUAL VIOLENCE DEFINED

Sexual harassment shall include, but is not limited to, unwelcome sexual advances, requests for sexual favors and other verbal, nonverbal or physical conduct of a sexual nature when:

1. The conduct or communication has the purpose or effect of demanding sexual favors in exchange for benefits;
2. Submission to or rejection of the conduct or communication is used as the basis for educational decisions affecting a student;
3. The conduct or communication is so severe, persistent or pervasive that it has the purpose or effect of unreasonably interfering with a student's educational performance or opportunities; or creates an intimidating, offensive or hostile educational environment.

Relevant factors to be considered will include, but not be limited to: did the individual view the environment as hostile; was it reasonable to view the environment as hostile; the nature of the conduct; how often the conduct occurred and how long it continued; age and sex of the complainant; whether the alleged harasser was in a position of power over the individual subjected to the harassment; number of individuals involved; age of the alleged harasser; where the harassment occurred; and other incidents of sexual harassment at the school involving the same or other individual.

Examples of sexual harassment may include, but not be limited to:

- physical touching or graffiti of a sexual nature

- displaying or distributing of sexually explicit drawings
- pictures and written materials
- sexual gestures or obscene jokes
- touching oneself sexually or talking about one's sexuality in front of others
- spreading rumors about or rating other students or others as to appearance, sexual activity or performance.

III. REPORTING PROCEDURES

1. The Superintendent or his/her designee is responsible for implementing all procedures of this policy. Additionally, the Superintendent may develop and implement additional administrative regulations in furtherance of this policy.
2. Any student who believes he or she has been the victim of sexual harassment should report the alleged act(s) immediately to any District employee or the building Principal. If a student initially reports the alleged act to a District employee, that employee shall immediately notify the building Principal, who shall then immediately notify the Superintendent.
3. The Hudson School Board encourages all students and staff members to use the Report Form available from the Principal or Superintendent.
4. In each building, the Principal is the person responsible for receiving oral or written reports of sexual harassment. Upon receipt of a report, the Principal will notify the Superintendent immediately without screening or investigating the report. If the report was given verbally, the Principal shall reduce it to written form within 24 hours and then forward it to the Superintendent. Failure to forward any sexual harassment report or complaint as provided herein will result in disciplinary action. If the complaint involves the building Principal, the complaint shall be filed directly with the Superintendent.
5. The Board designates the Superintendent as the Human Rights Officer to receive any report or complaint of sexual harassment. If the complaint involves the Superintendent, the complaint shall be filed directly with the School Board.
6. Submission of a complaint or report of sexual harassment will not affect the student's standing in school, grades, work assignments, eligibility for extra-curricular activities or any other aspect of the student's educational program.
7. The use of formal Reporting Forms provided by the District is voluntary. The District will respect the confidentiality of the complainant and the individual against whom the complaint is filed as much as possible, consistent with the School District's legal obligations and the necessity to investigate allegations of sexual harassment and take disciplinary action when the conduct has occurred.

IV. INVESTIGATION AND RECOMMENDATION

The Superintendent, as the Human Rights Officer, will authorize an investigation upon receipt of a report or complaint of alleging sexual harassment. This investigation may be conducted by District officials or by a third-party designated by the Superintendent.

If District officials conduct the investigation, the following considerations should be taken into account: surrounding circumstances, nature of the sexual advance, relationship between parties and the context in which

the alleged incidents occurred. Whether a particular action or incident constitutes sexual harassment requires a determination based on all the facts and surrounding circumstances.

The investigation may consist of personal interviews with the complainant, the individual (s) against whom the complaint is filed, and others who may have knowledge of the alleged incident(s) or circumstances giving rise to the complaint. The investigation may also consist of any other methods and documents deemed pertinent by the investigator. Students who are interviewed may have a parent or other representative present.

In addition, the Hudson School District may take immediate steps, at its discretion, to protect the complainant, students and employees pending completion of an investigation of alleged sexual harassment.

If the Superintendent determines that a third-party designee should conduct the investigation, the Hudson School District agrees to assent to that party's methods of investigation.

Upon completion of an investigation conducted by either the District official or a third-party, the Superintendent will be provided with a written factual report and recommended action.

V. SCHOOL DISTRICT ACTION

If the investigating party determines that the alleged conduct constituted sexual harassment, the Superintendent or Principal may discipline the offending individual. Discipline will be issued in accordance with other applicable Hudson School Board policies. Due to FERPA and other privacy-related laws, the victim will not be informed of what discipline was imposed.

If the complaint is against a school employee and found to be sexual harassment, disciplinary action shall comply with all applicable school district policy and laws.

If the investigating party determines that the alleged conduct did not constitute sexual harassment, both the complaining party and the accused will be informed of such. No disciplinary action will be taken.

Conduct which does not rise to the level of sexual harassment as defined by this policy but is nonetheless inappropriate or in violation of other related Hudson School Board policies, will be addressed on a case-by-case basis by the Superintendent or Principal, who may still impose discipline or order the offending individual to engage in some remedial action.

VI. REPRISAL

The Hudson School District will discipline any individual who retaliates against any other individual who reports alleged sexual harassment or who retaliates against any person who testifies, assists or participates in an investigation, proceeding or hearing relating to a sexual harassment or sexual violence complaint. Retaliation includes, but is not limited to, any form of intimidation, threats, reprisal or harassment.

VII. RIGHT TO ALTERNATIVE COMPLAINT PROCEDURES

These procedures do not deny the right of any student to pursue other avenues of recourse, which may include filing charges with the Commissioner of Education, initiating civil action or seeking redress under state criminal statutes and/or federal law.

VIII. SEXUAL HARASSMENT OR SEXUAL VIOLENCE AS SEXUAL ABUSE

Under certain circumstances, sexual harassment or sexual violence may constitute sexual abuse under New Hampshire law. In such situations, the Hudson School District shall comply with all pertinent laws.

Nothing in this policy will prohibit the Hudson School District from taking immediate action to protect victims of alleged sexual abuse.

IX. AGE APPROPRIATE SEXUAL HARASSMENT POLICY

Per the requirements of Ed 303.01 (j), the Hudson School Board is required to establish a policy on sexual harassment, written in age appropriate language and published and available in written form to all students. This policy is intended to apply to middle school and high school aged students.

The Superintendent and building Principals(s) are charged with establishing policies, rules, protocols and other necessary age appropriate information or materials for the District's elementary schools.

X. BY-PASS OF POLICY

Any individual with a sexual harassment complaint may choose to bypass this Policy and accompanying regulation and proceed directly to: N.H. commission on Human Rights, at 2 Chenelle Dr., Concord, NH 03301, phone 603-271-2767 or US Department of Health & Human Services, Office of civil Rights, Region 1, JFK Building, Room 1875, Boston, MA 02203, phone 617-565-1340.

Legal Reference:

NH Code of Administrative Rules, Section Ed.303.01 (j), Substantive Duties of School Boards; Sexual Harassment Policy

NH Code of Administrative Rules, Section 306.04 (a) (8), Student Harassment

NH Code of Administrative Rules, Section 306.04 (a) (9), Sexual Harassment

RSA 354-A: 7, Unlawful Discriminatory Practices

Appendix: GBAA-R, BBA-R

Revised: April 2011

Revised: November 1999, December 2004, February 2008

HUDSON SCHOOL DISTRICT

POLICY: GBAA Sexual Harassment/Employees	APPROVED: First Reading: 02.18.19 Second Reading: 03.04.19
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Sexual Harassment – Employees/School Officials**POLICY AND PROCEDURE GUIDELINES****I. PURPOSE**

The Hudson School District is committed to creating and maintaining a working environment where all individuals are treated with respect and dignity.

The purpose of this policy is to maintain a learning environment within the Hudson School District that is free from sexual harassment, or other improper or inappropriate behavior that may constitute harassment as defined below.

Sexual harassment is against the law and is against school board policy. Any form of sexual harassment is strictly prohibited. It is a violation of this policy for any employee to harass another person through conduct or communication of a sexual nature as defined by this policy.

For the purposes of this policy, the term “employee” shall include, but not be limited to all Hudson School District staff, teachers, non-certified personnel, administrators, volunteers, coaches and or other such personnel whose employment or position is directed by the Hudson School District.

The Hudson School District will investigate all complaints, either formal or informal, verbal or written, of sexual harassment and will discipline any employee who sexually harasses or is sexually violent toward another individual.

II. SEXUAL HARASSMENT DEFINED

1. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, sexual physical conduct, and/or conduct of a sexual nature when:
2. Submitting to the unwelcome conduct is made a term or condition of an individual’s employment, either explicitly or implicitly.
3. Submitting to or rejecting the unwelcome conduct is used as the basis for decision affecting a person’s employment; or
4. The unwelcome conduct has the purpose or effect of unreasonably interfering with a person’s work performance or creating an intimidating, hostile, or offensive working environment.
5. Sexual violence.

Sexual harassment may include, but is not limited to:

- Verbal harassment and/or abuse of a sexual nature
- Subtle pressure for sexual activity
- Inappropriate patting, pinching or other touching
- Intentional brushing against an employee’s body

- Demanding sexual favors accompanied by implied or overt threats
- Demanding sexual favors accompanied by implied or overt promises of preferential treatment
- Any sexually motivated unwelcome touching
- Sexual violence that is a physical act of aggression that includes a sexual act or sexual purpose

The forgoing list is to provide some examples and is therefore not meant to be all inclusive. Inappropriate conduct not listed above could be subject to investigation and disciplinary action under this policy.

III. REPORTING PROCEDURES

The Superintendent or his/her written designee is responsible for implementing all procedures of this policy. Additionally, The Superintendent may develop and implement additional administrative regulations in furtherance of this policy.

Any employee who believes he or she has been the victim of sexual harassment should report the alleged act to the building Principal. If the alleged perpetrator is the Principal, the alleged victim may report the allegation to any other district employee. That employee shall then report the allegation to the Superintendent. The board encourages the reporting employee to use the Report Form available from the Principal.

The Principal at each school building is the person responsible for receiving the oral or written report of sexual harassment. Upon receipt of the report, the Principal will notify the Superintendent immediately without screening or investigating the report. If the report was given verbally, the Principal shall reduce it to written form within 24 hours and then forward to the Superintendent. Failure to forward any sexual harassment report or complaint as provided herein will result in disciplinary action. If the complaint involves the building Principal, the complaint shall be filed directly with the Superintendent.

The Board designates the Superintendent as the Human Rights Officer to receive any report or complaint of sexual harassment. If the complaint involves the Superintendent, the complaint shall be filed directly with the School Board. The Hudson School District will post the name of the Title IX Coordinator in conspicuous places throughout the school buildings, including a telephone number and mailing address.

Submission of a complaint or report of sexual harassment will not affect the employee's standing in school, future employment, or work assignments.

The use of formal reporting forms provided by the Hudson School District is voluntary. The Hudson School District will respect the confidentiality of the complainant and the person against whom the complaint is filed as much as possible, consistent with the Hudson School District's legal obligations and the necessity to investigate allegations of sexual harassment and take disciplinary action when such conduct has occurred.

IV. INVESTIGATION AND RECOMMENDATION

The Superintendent will authorize an investigation upon receipt of a report or complaint of alleging sexual harassment. This investigation may be conducted by the Title IX Coordinator or by a third-party designated by the Superintendent.

The following considerations should be taken into account by the investigator: surrounding circumstances, nature of the sexual advance, relationship between parties and the context in which the alleged incidents occurred. Whether a particular action or incident constitutes sexual harassment requires a determination based on all the facts and surrounding circumstances.

The investigation may consist of personal interviews with the complainant, the individual (s) against whom the complaint is filed, and others who may have knowledge of the alleged incident(s) or circumstances giving rise to the complaint. The investigation may also consist of any other methods and documents deemed pertinent by

the investigator. Employees who are members of a collective bargaining unit may have a union representation during an interview. Students who are interviewed, may have a parent or other representative present.

In addition, the Hudson School District may take immediate steps, at its discretion, to protect the complainant, students and employees pending completion of an investigation of alleged sexual harassment.

If the Superintendent determines that a third-party designee should conduct the investigation, the Hudson School District agrees to assent to that party's methods of investigation.

Upon completion of an investigation conducted by either the Hudson School District or a third-party, the Superintendent will be provided with a written factual report and recommended action.

V. SCHOOL DISTRICT ACTION

If the investigating party determines that the alleged conduct constituted sexual harassment, the Superintendent may discipline the offending individual. Such discipline may include, but is not limited to, a warning, training, temporary suspension or dismissal. Any discipline will be in accordance with all laws, school district policies, and collective bargaining agreements, if applicable.

If the investigating party determines that the alleged conduct did not constitute sexual harassment, both the complaining party and the accused will be informed of such. No disciplinary action will be taken.

Conduct which does not rise to the level of sexual harassment as defined by this policy but is nonetheless inappropriate or in violation of other related Board policies, will be addressed on a case-by-case basis by the Superintendent, who may order the offending individual to engage in some remedial action.

VI. APPEAL OF INVESTIGATOR'S RECOMMENDATION

Either the complainant or the accused may appeal the investigator's recommendation and subsequent District action, if any, to the School Board.

After a hearing, the School Board will vote to either accept or deny the investigator's recommendation and resulting discipline.

Either party may then appeal the Board's decision in accordance with applicable law.

VII. REPRISAL

The Hudson School District will discipline any individual who retaliates against any other employee who reports alleged sexual harassment or who retaliates against any person who testifies, assists or participates in an investigation, proceeding or hearing relating to a sexual harassment complaint. Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment.

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Legal Reference:

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NH Code of Administrative Rules, Section 306.04 (a) (8), Student Harassment

NH Code of Administrative Rules, Section 306.04 (a) (9), Sexual Harassment

RSA 354-A: 7, Unlawful Discriminatory Practices

Appendix: GBAA-R, BBA-R

Revised: April 2011

Revised: November 1999, December 2004, February 2008

HUDSON SCHOOL DISTRICT

SAU # 81

20 Library Street

Hudson, NH 03051-4240

phone (603) 883-7765 fax (603) 886-1236

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 (603) 886-1235
lrussell@sau81.org

Mary Wilson
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 (603) 886-1253
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Karen Burnell
Business Administrator
 (603) 886-1258
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Memorandum of Understanding **January 19, 2019 – December 31, 2023**

The Hudson School Board and the Hudson Library Board of Trustees (BOT) are collaborating to engage in a joint venture for the use of the Hills Memorial Library. The partners listed have agreed to enter into an agreement in which Hudson School District and the Library Board of Trustees will be equal partners in this understanding. Further, the partners desire to enter a Memorandum of Understanding setting forth the services and conditions to be provided by the district.

I) Partner Agencies

The Hudson School District is a public-school system serving 3,700 students. The district has a five-member School Board who is responsible for the overall operation of the district. The district is responsible for the ongoing professional development of faculty and staff in the district, ensuring that certification requirements as outlined by the New Hampshire Department of Education are met on a yearly basis.

The Hudson Library Board of Trustees are an elected policy making unit, vested with the entire custody and management of the George H. and Ella M. Rodger's Memorial Library as well as the Hills Memorial Library. They determine the budget for the library and expend all funds provided for the operation and maintenance of the library buildings.

II) Development of Application

With the construction and subsequent opening of the Rodger's Memorial Library, the Hills Memorial Library is currently vacant except for small event venues on the lower floor of the facility. The main portion of the Hills Memorial Library is an open space that is suitable for the requested needs of the Hudson School District. The Hudson School District makes the following proposal for the use of the Hills Memorial Library main floor space:

- Hudson School Board and Library Trustee Meeting Room
- Hudson School District Professional Development Center
- Library Program Meeting Room
- Town of Hudson Meeting Room
- Other organization meetings as approved
- Public Display Arena

III) Extent of Agreement

The Hills Memorial Library will stay under the control and ownership of the Library Board of Trustees.

The length of this agreement will be for five years with the option for renew for five additional years. Both the district and the BOT have agreed that an opt-out provision is available for either party if the facility no longer suits the intended purposes. If either party opts out prior to the (5) year period, a reimbursement of materials and upgrades will be made to the district on a pro-rated basis.

At the end of (5) years, both parties may consider extending the duration of the contract. To continue in force, it must be approved by a majority of both the BOT and the District Representatives.

Designees of the Library Board of Trustees in conjunction with a member of the School Board and a member from Central Office will serve on a management sub-committee to discuss and resolve any outstanding issues. The sub-committee will meet at least quarterly and more frequently as needed to deal with issues related to this collaboration and report jointly on the agreement on a regular basis.

IV) Roles and Responsibilities

It is agreed by and between the partners as follows:

Library Board of Trustees:

- Maintenance of the building as a historical site and preservation of the interior and exterior historical elements will be the responsibility of the Trustees.
- Maintenance of property and liability insurance, interior and exterior of the building and the grounds will be the responsibility of the Trustees.
- The BOT will be responsible for the continuance of contracts that are necessary for the ongoing maintenance of the Hills Memorial Library and its mechanical systems.
- The Library Board of Trustees will provide keys to the District office for access to the Hills Memorial Library.
- The Library Board of Trustees will maintain exclusive use of the lower level of the Hills Memorial Library unless/until use of this space is renegotiated.
- Fees collected for the use of the facility will be held in a building maintenance fund.

Hudson School District:

- The Hudson School District will be responsible for securing a fiber line that will connect to the Hills Memorial Library.
- The Hudson School District will be responsible for replacing the carpeting and restoring the first-floor bathroom in the main room of the Hills Memorial Library.
- The Hudson School District will be responsible for upgrading some of the electrical needs of the first floor of the Hills Memorial Library.
- The Hudson School Board will supply the furniture and technology for the Hudson School Board meeting area as well as the professional development center.
- The Hudson School Board will use district personnel and resources for cleaning of the first-floor area and bathroom after all district events. Scheduling of activities at the Hills Memorial Library will be managed by the Hudson School District on a master calendar accessible to the BOT. District and Trustee needs will supersede other uses of the facility.

- Any town organization will have the right to use the facility, when not in conflict with District or Trustee needs. Said organizations will be responsible for scheduling with the District, arranging cleaning of the facility either by contract with the district or individually, having the appropriate insurance rider and have paid a user fee for the facility. Use of the building will be governed by policies developed jointly by the Trustees and the District.
- The building will be accessible by HCTV for installation and maintenance of their filming and televising equipment; under the supervision of the District or the Trustees when they are in the building.
- The facility may be used to display art or other items of interest as directed by the Library Trustees if the materials do not interfere with the meeting space, unless pre-arranged by the Trustees and the School Board.
- Reparation for any damage to the building or contents of the building will be the responsibility of the party using the facility.
- A key to the facility will be kept at the SAU Office and with the Trustees for access to the facility. The District will restrict access to the Hills Memorial Library to those individuals or organizations who have not been pre-approved.
- Fees collected for the use of the library will be held in a building maintenance fund.

V) Timeline

The roles and responsibilities described above are contingent on approval of each board and would take effect upon the date signed by each Chairman.

VI) Commitment to Partnership

The partners agree to collaborate and provide a joint space that is mutually beneficial to the district, the Library Board of Trustees, and the community. It is through this partnership that the facility will be maintained and used for educational purposes.

VII) Either or both partners to this agreement may opt-out of the agreement with one-year notice if conditions change materially related to finances, space needs, management issues or the best interests of the BOT or SAU deem necessary. Equitable financial adjustments will be determined in the event of termination of this agreement.

We, the undersigned have read and agree with this MOU. Further, we have reviewed the proposed project and approve it.

By _____
Chairman of the Hudson School Board

Date _____

By _____
Chairman of the Library Trustees

Date _____

Hudson Town Departments: Main Contact Information

SAU Office	Mary Wilson Kathy Vaillancourt	mwilson@sau81.org kvaillancourt@sau81.org
School Board	Malcomb Price	mprice@sau81.org
Fire Department	Robert Buxton	rbuxton@hudsonnh.gov
HCTV	Jim McIntosh	jmcintosh@hudsonnh.gov
Town of Hudson	Kathy Carpentier	kcarpentier@hudsonnh.gov
Budget Committee	Ted Trost	ted+budget@trost.ca
Hudson Library	Linda Pilla	lindapilla@rodgerslibrary.org

HUDSON SCHOOL DISTRICT
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Karen Burnell
Business Administrator
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kburnell@sau81.org

MEMORANDUM

TO: Hudson School Board
FROM: Stephanie Colton, Benefits Coordinator
SUBJECT: Extracurricular Nomination
DATE: February 28, 2019

The following nominations have been submitted for Spring of the 2018-2019 school year:

Alvirne High School:

Junior Varsity Baseball Coach	Scott MacDonald	\$2,700
Junior Varsity Softball Coach	Andrew Conrad	\$2,700
Boys JV Lacrosse Coach (Friends-Of)	Logan Jakubajtys	\$2,700

**Hudson School District
Hudson School Board Meeting
February 18, 2019
Draft Minutes**

Present:

Mr. Malcolm Price, Board Chair
Mr. Lee Lavoie, Vice Chair
Mrs. Patty Langlais
Mr. Michael Blau
Mr. Lawrence Russell, Superintendent
Ms. Mary Wilson, Assistant Superintendent
Ms. Rachel Borge, Director of Special Services
Ms. Karen Burnell, Business Administrator

A. Call to Order

Mr. Price Board Chair called the meeting to order and Mrs. Burnell led the audience in the Pledge of Allegiance.

B. Non-Public Session

Mrs. Langlais moved to enter non-public session under RSA 91-A:3II (a, b), second by Mr. Price. Roll call vote: Mr. Blau, aye; Mrs. Langlais, aye; Mr. Lavoie, aye; Mr. Price, aye. Motion carries 4-0.

The board discussed superintendent contract and salary. *Mrs. Langlais moved to approve a 5-year contract for Mr. Russell with the following salary schedule, second by Mr. Lavoie.*

<i>year 1</i>	<i>\$138,000</i>	<i>2019-2020</i>
<i>year 2</i>	<i>\$145,250</i>	<i>2020-2021</i>
<i>year 3</i>	<i>\$152,500</i>	<i>2021-2022</i>
<i>year 4</i>	<i>\$156,250</i>	<i>2022-2023</i>
<i>year 5</i>	<i>\$160,000</i>	<i>2023-2024</i>

Motion passes 4-0.

Mr. Lavoie moved to exit non-public at 6:28 pm, second by Mrs. Langlais. Motion passes 4-0.

C. Public Hearing

Ms. Burnell addressed the Board.
Petition Warrant not recommended by the Board.

Open Public Hearing at 6:35 pm

No Public Input

Closed Public Hearing at 6:39 pm

Mr. Russell stated a voting date change would affect how the School District does their hiring and we would potentially miss out on good qualified candidates.
Not good for kids if we vote in April.

The school board would like to see our elected legislatures allow town moderators the ability to cancel/reschedule election date due to inclement weather.

D. Public Input

Kevin Walsh

Invited to speak by Mr. Price. Kevin spoke during Deliberative and he caught my eye as a very knowledgeable, educated voter. Thanks for coming.

Long time Hudson Resident, former School Board Member (98-01) and Board of Selectman (91-98). Advocate for Public Education.

- upcoming bills affecting education suggest residents contact State Reps.
- Keno funds not coming in as expected.
- Proposed AHS Renovation – 30-year bond. Tennis courts and field replacement tied into renovation with a 30-year bond makes it expensive. Suggests these items be removed by reno project and paid for out of a Capital Reserve Fund to save money.
- Unexpended fund balance-varies yearly, consider taking some of this money and use it for yearly renovation projects in our schools or place money in Capital Reserve Fund. Historically Capital Reserve items usually pass on voting day.

Emily Barnes

Champions Program

Update - Working hard to fix issues.

Better food choices; all program locations will have a bigger refrigerator by March 1st.

Staffing ratio is now 1:10

The Board thanked Emily for following through on concerns. Hearing good things about the program now.

E. Presentations to the Board

Plodzick & Sanderson

Audit

-Opinion Letter Page 1,2

Clean or modified opinion – Hudson received a clean, unmodified opinion.

-Pg. 16 Governmental fund Balance (5 components of fund balance)

\$4.2 million dollars

Unassigned fund balance (reviewed document)

\$258,542

-Single audit on Federal Dollars Received and expended

Tested Title I grants – No issues found.

-Pg. 54 Schedule 6

Student Activity Funds = special funds

Working on being more transparent.

This audit is required by Law at a cost of \$20,000

Hand-carried

Ms. Wilson addressed the Board.

Trip request by Dan Wells, counselor AHS at no cost to the district.

US Navy – hopes to bring back Navy opportunities to our students. The Board discussed whether a recruiter could do the same thing.

Mr. Lavoie moved to accept the trip request, at no cost to the district, for Dan Wells to look into US Navy opportunities for our High School students, second by Mrs. Langlais. Motion lost 2-2. Mr. Price and Mr. Lavoie voted no.

F. Requests of the Board

There were no requests to the Board.

G. Old Business

There was no Old Business.

H. New Business

District-wide Classroom door replacement Bid Award

Part of security measures, State paying 80%

Lang Door and Hardware \$223,613

Mrs. Langlais moved to Award the bid to Lang Door and Hardware at a cost of \$223,613, second by Mr. Blau. Motion passes 4-0.

Extracurricular Nominations

Student Council -Jacob Reece

HMS-baseball, softball, track and field

AHS -baseball, tennis, spring track, softball, lacrosse

Mrs. Langlais moved to accept Attachment 3,4, and 5, extracurricular nominations as presented, second by Mr. Lavoie. Motion passes 4-0.

Policy JBAA Sexual Harassment – Students (1st reading)

Will come back next meeting for final vote

Policy GBSA Sexual Harassment – Employee / School Officials (1st reading)

Will come back next meeting for final vote.

I. Recommended Action

1. Manifests – Recommended action:

Manifests are available to be signed. Make necessary corrections

2. Draft Minutes – Recommended action:

Make necessary corrections and approve

February 4, 2019

Mrs. Langlais moved to approve the draft minutes of February 4, 2019, as presented second by Mr. Blau. Motion passes 4-0.

February 9, 2019

Mrs. Langlais moved to approve the draft minutes of February 9, 2019, as presented, second by Mr. Lavoie. Motion passes 4-0.

J. Reports to the Board

1. Superintendent's Report

Mr. Larry Russell addressed the Board.

Driver Ed – Since Sept. evening classes have been held; any extra seats have been offered to other area students.

The board would like to see all seats filled by Hudson students, would like to see continued advertisement on evening classes.

DECA – AHS

Just returned from their conference

An AHS student is now State Officer (first time ever).

Reviewed conference results

Award from South Central

“Champions of Children”

Hudson submitted one name.

This prestigious award will be given to Patty Langlais at a breakfast on May 10.

Congrats Patty, well deserved.

2. Assistant Superintendent's Report

Ms. Mary Wilson addressed the board.

Wednesday, February 20 there is a community event (writing competencies) AHS at 6:30 pm, public is invited.

We will be bringing updates on education bills – Board would like to see public forums for bills, so the community knows what is coming up.

Funding bills – fourth this week; trying to consolidate them into one.

Will keep you updated.

Data analysis on programs – may help us secure grants.

We will find out about several grants soon.

3. Director of Special Services' Report

Ms. Rachel Borge addressed the Board

Joanne Curry and two students have returned from Washington DC.

They met with state legislatures, discussion with student perspective.

Posed for pictures.

Indicator 13

Last week, had some specific commendations but did not score 100%

Will work to fix these issues.

4. Business Administrator's Report

Ms. Karen Burnell addressed the Board.

CTE Construction

Will be meeting with building committee in March.

Reminder: all contracts go out to bid.

K. Committee Reports

There were no committee reports.

L. Correspondence

January Discipline Data

For your information

VFW Correspondence

JROTC

For your information

Financial Report

Fund Balance \$424,000

Expenditures \$309,000

For your information

Outreach Coordinator Report

For your information

M. Board Member Comments

Mr. Blau: Cabaret Tickets are now on sale.

Mrs. Langlais: Candidate night Tuesday 2-19 at 7 pm Hudson Community Center
Come get to know the candidates. Be an informed voter. Will also be available online.
Thanks for the award.

Mr. Lavoie: Regarding Letters to the Editor: Mr. Alciere – we obey all laws; public schools educate all students. Ms. Huard – NASH Foundation donated the money for Challenge Day.

Checkers dinner was great; our students got to work with professional chefs that were in our culinary program when they attended Alvirne.

Cabaret is coming will be a great show.

(To) Mr. Walsh, you are a fine person; thanks for your service.

Mr. Price: If you don't vote, you can't complain.

N. Non-Public Session

Mr. Lavoie moved to enter into Non-Public Session at 7:50 pm under RSA 91-A:3II (C) second by Mrs. Langlais. Chair called for a roll call vote. Mrs. Langlais-yes; Mr. Blau-Yes; Mr. Lavoie-yes; Mr. Price-yes. Motion passes 4-0.

Enter Non-Public at 7:50 pm.

The board discussed a student matter.

Mr. Lavoie moved to exit non-public and adjourn, second by Mrs. Langlais. Motion passes 4-0.

O. Adjourn

Meeting adjourned at 8:09 pm.

Respectfully submitted,

Dotty Murray (public)

Karen Burnell (first non-public)

Mary Wilson (second non-public)